



Income Tax Act to change

Changes to the Income Tax Act effective for the year ended February 28, 1991

by Arthur Lanham

The changes to the Income Tax Act, which affect most of us are:

Rates of normal tax

"Normal" tax is paid by the majority of taxpayers in the form of PAYE, SITE, Provisional Tax and finally when assessments are issued.

The tax rate tables have been compressed into fewer categories which now provide for a maximum marginal rate of 44% (in place of 45%), payable at an income level of R80 000 and above.

Examples of the effect of the changes are:

Married persons

	Tax 1990	Tax 1991
Income R20 000	3 360	3 800
Income R40 000	10 260	9 500
Income R60 000	18 560	17 300

Unmarried persons

	Tax 1990	Tax 1991
Income R12 000	1 720	2 160
Income R20 000	3 720	4 200
Income R26 000	5 700	6 060
Income R30 000	7 220	7 440

Rebates are the amounts deducted from tax as calculated and take account of the personal circumstances of the taxpayer. To some extent the change in rebates counteracts the adverse position of unmarried persons shown above.

	1990	1991
Married	1 250	2 100
Unmarried	850	1 800
Married Women	1 075	700
Children up to 5 in number (each)	100	100
6 Children and more (each)	150	150
Age 61 - 64	120	120
Age 65 and over	R1 450	2 100

Married Women

Further steps have been taken toward the separate taxation of married women who are now separately taxed on their nett remuneration. They register as taxpayers in their own right if their nett remuneration plus trade income, less contributions to pension and retirement annuity funds, exceeds R40 000 per annum. Up to that figure, SITE tax is deducted by the employer and no further formalities, such as tax returns are required.

They are also required to pay provisional tax twice per year in certain circumstances. Their interest income and medical expenses are still combined with those of their husband.

Dividends

A welcome change is the decision of the Fiscus to exempt dividends from taxation.

Interest

The interest exemption has been increased from R1 000 to R2 000. The taxpayer should arrange investments so as to take maximum advantage of this exemption.

Covered parking available

by Mr Phil Murray

A shade-cloth carport unit has been erected in the car park off Lucas Avenue behind the Settlers Museum.

The unit covers three parking bays which are reserved for staff members on a first-come, first-served basis at a charge of R60 a year per bay, payable in advance.

Further units, at the same price and in limited number, will be added as the need arises. Aesthetic considerations will govern the number.

The charge of R60,00 will be reviewed each year. Occupiers of bays will be given first option of continued use for further periods of 12 months. The units will be maintained by the University. This will include the replacement of the shade-cloth which is estimated to have a minimum life of seven to eight years.

Refunds will not be made to those wishing to surrender their covered bays before the 12 month period has elapsed. The University accepts no responsibility for any claim which may be lodged arising out of the use of these bays by any staff member.

Staff members interested in having a bay allocated to them are asked to leave their names with Mrs Martie Luyt of the Business Affairs Division on ext 125. Orders from the suppliers of the units will be placed only when payment of the R60,00 is received. Those concerned will be contacted by Business Affairs.

The possibility of erecting similar units on the same basis in other University parking areas will be considered if the demand exists. Suggestions on areas and names of interested staff members should be left with Martie Luyt.



Congratulations

- to Brian and Cheryl Gardner on the arrival of their daughter, Anna Rachel, on February 18, 1991.
- to Mrs Judy Gruber on her forty-tenth birthday this month.
- to Professor and Mrs Coleman on the marriage of their son, Christopher, to Nicolette, daughter of Bryan and Dilys Roe.

Commiseration

... with Mr Tim Huisamen, who broke his leg recently. We hope it heals quickly and well.

by John Eller

RUSA appears to have been slow off the mark this year. Readers should not assume, however, that we have been inactive.

For the record, the following balls have been put into the air. Subsequent issues will tell of their return to earth.

Group Life Assurance Scheme

Bearing in mind that during the first ten years of employment at Rhodes, the university's pension fund offered no benefits, nor were staff covered should they have suffered any permanent disability, the advantages of a Group Life Scheme are most attractive. The scheme which RUSA is investigating will give substantial cover (say four times annual salary) in the event of death, at the lowest possible cost and will give permanent

disability cover. The scheme is only able to offer such low-cost cover if a substantial number of employees want it, and if the university will make joining it a condition of service in the future. Of course, the other important issue is whether the university might subsidize this scheme. RUSA is looking into this aspect as well.

RUSA/Administration Liaison Committee

RUSA is about to finalize the questions it wishes to discuss with the administration. These questions will appear in the next issue of *Rhodos*. Areas to be discussed include salary increases, the job evaluation exercise, Group Life Assurance, Alty Awards extension, and the university's contribution to a "New South Africa". This

meeting with administration has been set for 26 March.

Conditions of Service

Believing that a number of conditions of service are outdated or discriminatory or not contained in the contract entered into at the time of employment, RUSA has sent a questionnaire to fifteen other universities asking for samples of their conditions of service. Their replies will be summarized and will appear in a subsequent issue of *Rhodos*.

We take this opportunity to thank readers for their support in the past and assure you that we will continue to give as good a service as we are able to in the future.

Applications are invited for the following post from as early a date as possible:

Secretary
International Library of
African Music

Candidates should be competent typists with general office experience. A working knowledge of word processing would be an advantage.

Application forms and salary particulars may be obtained from Mrs Sandy Stephenson, Personnel Division (ext 115) to whom completed applications should be sent.

Closing date: March 18

UPDATE on...

Medical aid

Local pharmacies and doctors have been informed of the switch from Best-Med to Economed and Unimed, and have been given the new membership numbers. Staff members should, however, check that doctors and pharmacies have the correct information, to save inconvenience to all.

Job evaluation

At its monthly meeting the RUSA Committee heard that several members of staff were concerned about the apparent lack of progress of the job evaluation committee.

A suggestion was made that staff should put their questions to RUSA and that RUSA should obtain responses from the Personnel Division and should record both questions and answers in subsequent issues of *Rhodos*.

The RUSA committee accepted this proposal and now invites members of staff to voice their concerns regarding the University's job evaluation exercise.

Group Life Assurance

The following letter has been sent to all members of RUSA to gauge their reactions to the idea of seeking the implementation of a Group Life Assurance scheme at Rhodes.

Dear RUSA member

Your committee has recently been investigating the possibility of a Group Life Assurance scheme being introduced at Rhodes. Before we proceed any further, we need to know how many members would want Group Life cover and be prepared to pay 50% of the monthly cost, the University contributing the other 50%.

To give you a brief example, a staff member at Natal University earning R12 000 per annum would be covered for four times his salary i.e. R48 000 at a cost to himself of R9,60 per month. The premium increases with the salary...

If any Rhodes staff members who are not members of RUSA would like to comment on the desirability of the above scheme, please contact Gina Buijs on ext 231 or John Eller on ext 518 by March 28.

New Fellow at ISER

by Val Papenfus

A former History lecturer at the University of Liverpool, Dr Donal Lowry, has taken up a three-month fellowship at the Institute of Social and Economic Research (ISER)

During his stay at Rhodes, Dr Lowry will prepare an occasional paper on "King's Men", "Queen's Rebels" and "Last Outposts": *Race, empire and conditional allegiance in British colonies of settlement c. 1830 - 1980*.

This paper is based on an earlier essay entitled "What England was, shall her true sons forget?" *Race, empire and conditional allegiance*

in Ulster, Rhodesia and Natal c. 1880 - 1980, an essay which was awarded the Walter Frewan Lord Prize of the Royal Commonwealth Society for 1990.

The subject focuses on Britain's relationship with Rhodesia, South Africa and Northern Ireland with comparative references to Canada, Australia and New Zealand.

"In each of these territories, the settlers felt threatened both by indigenous majorities and by imperial governments which they believed could not always be relied upon to defend their interests," Dr Lowry explained.

All the groups combined intense pride in belonging to the British Empire with the belief in the right to rebel against imperial authority if they believed that the cause and values of empire were

being betrayed.

"But each group drew inspiration, ideas and support from the others in times of crisis."

Dr Lowry's special interest lies in Southern African history, specifically the ideological relationship between Britain and its colonial periphery in the sub-continent.

His doctoral thesis, obtained from Rhodes University, revolved around this theme with particular reference to Southern Rhodesia/Zimbabwe, through an ideological biography of Ethel Colquhoun, the leading intellectual of early colonial Rhodesia.

The thesis was an appraisal of the career of Ethel Colquhoun, the first woman parliamentarian in Southern Rhodesia and the British Empire overseas. She also played a key role in the achievement of a

responsible government in Southern Rhodesia in 1923.

Dr Lowry plans to put his thesis into publishable form for Rhodes under the title "Amazon of Empire": *Ethel Colquhoun and the colonial mutation of Edwardian idealism*.

He has won several essay prizes for his work, including the R Dudley Edwards Prize in Modern Irish History from University College in Dublin, the Milner Memorial Prize in British History from Rhodes University and the Walter Frewan Lord Prize of the Royal Commonwealth Society.

Dr Lowry is also the co-editor of two publications, one on the Irish in Southern Rhodesia/Zimbabwe and the other entitled *Rhodesia is the Ulster of South Africa* (King George V).



At a party to welcome new staff at the Vice-Chancellor's Lodge recently, were (from left) Mr Patrick McNulty, Mrs Bandi Mvovu, Mr Carl-Heinz Queisse, Mrs Meryl Queisse and Mrs Erica McNulty.



Chatting at the party were Prof Pat McAllister and Mrs Thelma Henderson.



Dr Derek Henderson, Vice-Chancellor, and Dr Gina Buijs of the Anthropology Department.

Rooting for rubbish

by Val Papenfus

Prof Trevor Letcher, Head of the Department of Chemistry, will visit several research establishments in India this month to learn more about producing methane from rubbish.

Much work is being done around the world on getting methane out of landfill, especially in America and Europe where electricity is being generated from the larger landfill sites.

However, Prof Letcher explained that a unique situation had developed in India and China

where methane production was being used on a small scale by individual farmers and villagers.

"I am going to visit these sites to learn more about the procedure and find out whether the same system could be applied to South African rural conditions," he said.

This would help rural communities which have no electricity to boil water, heat their houses and cook.

Prof Letcher will spend about ten days at a research establishment at Udaipur, south west of Delhi, where he will investigate the types of bio-reactors which

generate methane.

He will also visit other sites at Bangalor and Delhi.

REMEMBER
Paper
Recycling
Week

April 22 - 26



The Editor

A big thank you to all who have so far responded to the Grounds and Gardens Survey. To date 180 forms have been received.

Many comments, both positive and negative have been received and many constructive suggestions have been made.

Your input, both positive and negative, is much appreciated, and once the results have been analyzed, we will give you more information.

Mark Hazell

Grounds and Gardens



The Editor

Thank you for the commiseration expressed in your February 14 edition. My hand is recovering slowly apart from the end of one finger which is no longer there. The guillotine-like action of these sash windows can be quite dramatic should the cords suddenly break.

Maintenance staff will soon be taking steps to ensure that these windows can be opened without the risk to life and limb but until this work is done, I suggest that staff members should not open the top sections of these windows by pulling down on the handles which are fitted to them. If they do, they risk joining the short-fingered club or worse!

PS Murray

Liquor on campus - strong action

by Dr Keith Hunt

Because of disgraceful behaviour on the part of some students in the past, Senate has resolved that the University authorities must take strong action to ensure that liquor is not brought onto its premises except in accordance with its rules and regulations. Moreover, the Officers of the University have been asked to punish "with utmost severity" any students found guilty of disorderly or objectionable conduct whether occasioned by drunkenness or not.

The Senate decision covers the entire campus, including the Sports Pavilion, Sports Buildings and Sports Fields and liquor stored or consumed in these places.

The Charge for residence beds

Not a bed, not a bed,
Not a bed hidden;
Not even a tatty bed sheet.
Cried the Res officer:
"Prepare for the onslaught
Put them in lounges instead!"
Into the crowded Res Office
Came the sad Res-less.

❖
"Shove 'em in somewhere man!"
Said the new Dean of Students.
Not tho' the Res O knew,
Someone had blundered:
Their's not to make reply,
Their's not to reason why,
Their's but to fit 'em in.
Into the crowded Res office
Came the sad Res-less

❖
Computers to the right of them,
Computers to the left of them,
Computers in front of them,
Sputter'd and chunter'd.
Stormed at by angry Dads,
Boldly they scabbled round
Hoping to sort it out.

❖
Flash'd all the MIPs,
Flash'd as they wailed in woe
Shouting "You promised me!"
Weeping and sobbing while
Res O tried harder
Plunged in a sea of tears,
Res O he laboured on
Begging for respite.
Shoved them in anywhere,
San, VG, anywhere,
Then he relaxed a bit,
"Most of them in now"

❖
Wardens to the right of them,
Wardens to the left of them,
Wardens behind them,
Moaned and complained.
Stormed at with "What the hell!"
They who had worked so hard,
Faced bravely student wrath.
Back from the last print-out
All that were left to house
One or two homeless.

❖
When can their glory fade?
O the big plans they made!
All the town wonder'd.
Honour the plans they made!
Honour the Res Os
Housed all the extras!

(With apologies to Alfred,
Lord Tennyson)

Administration Funnies

In an attempt to break the ice at an informal social event during which senior students mingled with senior administrative staff, the most senior member of staff at Rhodes was asked by a student: "Are you with maintenance?" When his mistake was gently pointed out to him, we are told that he was visibly shaken.

Then there were the two students who walked into the Public Relations Division and asked for the "Department of Packed Lunches". After a few moments of stunned silence on the part of two members of staff, they were hastily re-directed to Catering and Housekeeping.

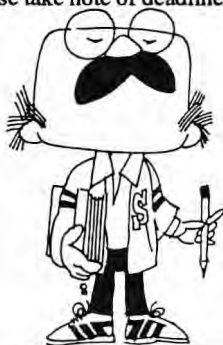
SPORT

RUSHAn call to sticks

THE RHODES University Staff Hockey Association (RUSHA), winner of the Grahamstown Hockey League in 1990, needs new members for the 1991 season. Those interested in joining RUSHA should contact Martin Hill, ext 531.

Rhodes needs sports reporters

SINCE we have lost Doug Coghlan, who gave stirring service to Rhodes last year, we need a representative from each of the various staff sporting bodies to give us regular news of their activities. Please take note of deadline dates.



RHODOS STAFF

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Rhodos is produced twice a month by the Public Relations Division, Rhodes University, Grahamstown. The views expressed are not necessarily those of the Editor, Rhodos Staff, or the University.

NOTICE BOARD

April 22 - 26

Paper • recycling • week

The Rhodes University Museum is to be closed for the duration of the building works at St Peter's Home. The Museum will re-open in March 1992.

Char available

Two mornings a week. Tel ext 517.

ADVERTISING RATES

Block ads: R2,00 per col cm, double for back and front pages.

Classifieds: R0,10 per word. Advertising is run on a strictly cash basis. Please take your copy to the Public Relations Division



FOR SALE

★ 1 x BMus hood for graduation ceremony R25. Contact: Mrs June Eller, Rhodes Rag Office

★ Opel 1.3GL one year old, 20 000km, metallic blue, remote-control alarm, Philips radio-tape. R20 000. Available immediately. Phone Alfredo Terzoli. ext. 297 or 23635(h).

RHODOS DEADLINES

Copy date	Publication date
18 March	28 March
2 April	11 April
15 April	25 April
6 May	16 May
20 May	30 May

Applications are invited for the following post from June 1, 1991 or as soon as possible thereafter:

Director - Rhodes University East London Division

The successful candidate will be in charge of the day-to-day administration and management of the University's East London Division. The Director must have proficiency in public relations, counselling and public speaking. The post also carries responsibility for the financial control of the Division. It would be an additional recommendation if the successful candidate is able to make a contribution to the teaching activities of the Division.

Salary particulars are available upon request.

The initial salary will be determined according to qualifications and experience. Fringe benefits include generous leave privileges, financial assistance towards the University education of children at Rhodes and a service bonus subject to regulations. The successful candidate will become a member of the University's pension and medical aid schemes and qualify for a housing subsidy subject to regulations.

Application forms and salary particulars may be obtained from Mrs Annette Orsmond, Personnel Division (telephone ext 115)

Closing date: March 27, 1991.